



Job Posting (Internal/External) Behaviorist Permanent Full-Time Position

About Breton Ability Centre

Breton Ability Centre (BAC) is a purpose-driven organization committed to fostering greater inclusion, independence, support, and value for all people living with disabilities in Cape Breton. We are a leader in transformational change by focusing our efforts on helping people with varying abilities achieve their full potential and live a life that is meaningful to them.

We do this through person-directed planning by creating individualized plans for each person we serve and supporting them and their choices through supported decision-making and developing social, personal, vocational, and educational skills to help them transition into community-based living options and participate actively in their community of choice.

Our service streams include a suite of living support options. Our initiatives, such as positive behavior support, low arousal approach, Flourish – the Youth Day programs, innovative community-based options, learning and employment services, outreach services, Social Enterprise, and person-directed planning programs, have been recognized as flagship programs at BAC.

Our staff members are passionate advocates for people with disabilities, and we inspire this passion by investing in staff development, wellness, and safety.

We are looking for A permanent full-time behaviorist.

The successful candidate must be an enthusiastic individual who supports our vision of inclusion, independence, support, and acceptance of persons with varying abilities. The Behaviorist will participate actively on the Good Life and Community Access Team utilizing a collaborative relationship-building approach.

The Behaviorist will work within a multi-disciplinary team to assess individuals with disabilities to determine their specific challenges and ineffective behaviors while developing appropriate behavioral intervention strategies and plans to enable persons with disabilities to develop successful coping strategies for challenges they may face. The Behaviorist will also conduct Functional Observation of Behavior and functional Behavioral Assessments, and create and monitor individualized Positive Behavior Support Plans, including a Behavioral Risk Assessment. BI will develop and facilitate individualized skill-building programs that create opportunities for community inclusion and a sense of belonging for individuals using evidence-based practices such as the TEACCH model of structured teaching. Work with direct support staff, outreach families, and outside service providers in developing their understanding of positive behavior supports, intervention recommendations, plan development, and coaching appropriate support strategies. The Behaviorist will advise the Manager of any issues that could significantly affect services or support for residents, other staff, the Department of Community Services, or other community partners/agencies.

Qualifications:

- Hold an Advanced Diploma in Behavior Intervention, and/or a Degree in Applied Behavioral Analysis.
- Experience in developing behavioral strategic interventions with youths/adults.
- Experience working with/supporting individuals with disabilities.
- Ability to take direction and implement intervention plans.
- Excellent observation and problem-solving skills.
- Have the ability to take initiative and demonstrate commitment to continuous learning and ongoing commitment to quality of service.
- Ability to work collaboratively with multi-disciplinary and inter-agency teams in a variety of settings.
- Honest, enthusiastic leader and team player.
- Self-directed, highly adaptable, can multi-task in a fast-paced environment.
- Excellent communication skills, interpersonal and time management skills.
- Computer skills (Microsoft Word, PowerPoint, et al).
- First Aid, CPR, and Non-Violent Crisis Intervention are assets.
- An equivalent combination of education and experience may be considered.
- Ability to provide public presentations and information sessions on a variety of topics such as Positive Behavioral Supports
- A valid driver's license is required as there may be travel within Nova Scotia.

Posting closes: December 18, 2024

Interested applicants should submit a current resume and cover letter via email only to:

Human Resources
Breton Ability Centre
hr@cb-bac.ca

We look forward to hearing from you!